Illinois' EMPLOYMENT FIRST INITIATIVE

HISTORY & ACTIVITY UPDATES

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STATEWIDE HOUSING AND EMPLOYMENT
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Employment First Ideology

Employment First is a **nationwide** initiative centered around the principle that all citizens, including those with disabilities, are capable of full participation in integrated employment and community life. *Integrated Employment* is defined as work paid directly by employers at the greater of minimum or prevailing wages with commensurate benefits that occurs in a typical work setting where the employee with the disability interacts or has the opportunity to interact continuously with coworkers without disabilities, has an opportunity for advancement and job mobility, and is preferably engaged full-time.

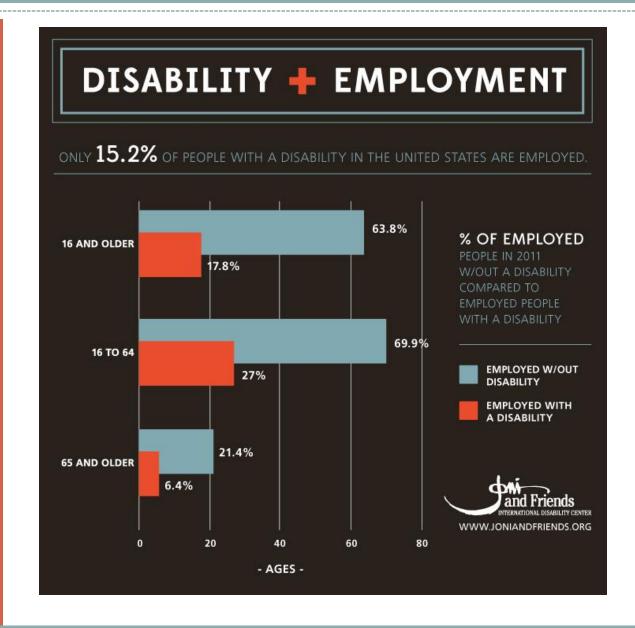
EMPLOYMENT FIRST

Why do we need an E1 initiative in Illinois?

PEOPLE WITH DISABILITIES ARE:

UNEMPLOYED

UNDER-EMPLOYED



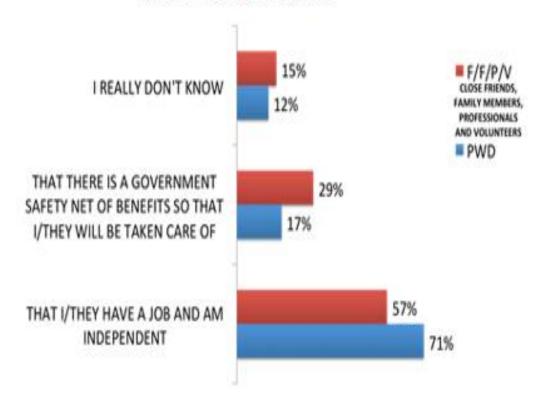


People with disabilities CAN work

Many people with disabilities WANT to work

Nearly Three-Quarters of PwDs Want Jobs and Independence Over Benefits

Which is more important to you?



Potential



MORE THAN 50% OF DISABLED AMERICANS ARE IN THEIR WORKING YEARS, FROM 18-64.2

NEED IMPACTS POLICY

• WHAT HAPPENS
WHEN PEOPLE
WHO WANT TO
WORK CAN'T
ACCESS
EMPLOYMENT
OPPORTUNITIES?



Side Effects of Unemployment in the General Population

- Increased substance abuse
- Increased physical problems
- Increased psychiatric disorders
- Reduced self-esteem
- Loss of social contacts
- Alienation and apathy

(Warr, 1987)

AND MORE....

Disability Costs

	Employment Rate:	Employment Rate: PWD	Employmen t Gap	# of PWD Ages 16-64	# of PWD Ages 18-64 receiving Social Security Benefits	2012 State Total Expenditure on SSDI for PWD	% of PWD who live in poverty	% of P W/O D who live in poverty	Poverty Gap
	·		·				ı v		• •
Illinois	75.0%	36.1%	38.9%	696,500	340,098	\$4,477,308,000	26.7%	12.4%	14.3%
Indiana	76.0%	33.8%	42.2%	443,900	233,290	\$3,048,072,000	29.0%	13.3%	15.7%
Kentucky	73.7%	26.9%	46.8%	420,500	238,348	\$3,007,464,000	33.4%	15.2%	18.2%
Wisconsin	80.1%	40.9%	39.2%	337,000	67,000	\$2,350,020,000	26.5%	11.2%	15.3%
Missouri	77.1%	33.0%	44.1%	475,800	89,600	\$3,133,992,000	30.2%	12.8%	17.4%
Iowa	82.1%	44.8%	37.3%	181,800	89,746	\$1,100,712,000	27.2%	10.9%	16.3%
Tennessee	74.1%	29.9%	44.2%	545,700	96,900	\$3,587,724,000	30.8%	14.2%	16.6%
Ohio	75.9%	33.5%	42.4%	862,800	171,700	\$5,029,008,000	31.8%	13.0%	18.8%
Michigan	73.4%	29.9%	43.5%	732,500	148,000	\$5,449,448,000	31.7%	14.5%	17.2%
Arizona	71.3%	33.6%	37.7%	388,500	172,382	\$2,337,012,000	29.8%	16.6%	13.2%
Florida	72.2%	30.5%	41.7%	1,174,700	599,552	\$7,882,500,000	28.4%	15.1%	13.3%
Texas	74.7%	38.7%	36.0%	1,639,900	277,700	\$8,219,508,000	26.9%	14.2%	12.7%
Georgia	71.5%	31.5%	40.0%	662,900	313,442	\$4,069,512,000	29.7%	16.1%	13.6%

Social Determinants of Health

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- Social status
- Stress
- Nutrition
- Employment
- Income
- Safe place to live
- Social support networks

Social determinants of health, 2nd ed., Edited by Michael Marmot and Richard Wilkinson. Oxford University Press, Oxford 2006.

Employment & Health

Employment and working conditions have powerful effects on health and health equity.

When they are good they can provide:

- financial security
- · paid holidays
- social protection benefits, such as sick pay, maternity leave, pensions
- social status
- · personal development
- social relations
- self-esteem
- · protection from physical and psychosocial hazards
- ... all of which have protective and positive effects on health

Source: Commission on Social Determinants of Health, Final Report, WHO, 2008



IL E1 History

In 2013
ratification of
House Bill
2591 created
the Illinois
Employment
First Act

- This Act requires state agencies to work collaboratively to ensure competitive and integrated employment is available across Illinois for all individuals with disabilities.
- The Act also requires the Employment and Economic Opportunity for Persons with Disabilities Task Force to establish measurable goals and objectives to ensure State implementation of Employment First.

In 2014

Executive Order 14-08 was signed.

The EO took additional steps to ensure full Employment First implementation.

The state agencies named in the EO are: IDHS, DCEO, IDES, CMS, Labor, ISBE, DVA, HFS, ISBHE, ICCB, and the Council on Developmental Disabilities

• Those steps include: appointing an E1 Liaison to oversee all E1 activities in Illinois; developing a draft and final strategic plan, to be completed by the Employment and Economic Opportunity for Persons with Disabilities Task Force (Task Force); aligning the policies found in CMS' State Use Program and Business Enterprise Program with E1; completing an annual report, to be done by the Task Force; and implementing the recommendations submitted in the final strategic plan.

E1 DIVERSE STAKEHOLDER REPRESENTATION

ILLINOIS TASK FORCE
ON EMPLOYMENT AND
ECONOMIC
OPPORTUNITY FOR
PERSONS WITH
DISABILITIES

TASKFORCE OBJECTIVES

• The purpose of the task force is to "identify what changes, modifications, and innovations may be necessary to remove barriers to competitive employment and economic opportunity for persons with disabilities, including barriers such as transportation, housing, program accessibility, and benefit structure.

5 Task Force Work Groups

5 work groups of the Task Force are currently working on updating the initial E1 Strategic Plan by June 30, 2016.

The work groups are:

- 1. Data,
- 2. Provider
- 3. Transition
- 4. Employer Engagement
- 5. Workforce Development

Next Steps for Taskforce

- Each work group is updating their section of the initial strategic plan which is then disseminated to the entire task force, including agencies for a 2 week review and comment period. Comments on the draft are provided to the work group who then reviews and incorporates comments into a 2nd draft.
- The draft is then posted for public comment and these comments will be reviewed and incorporated into the final strategic plan that will be submitted to the Administration.

Employment First has become a priority for the U.S. Department of Labor's Office of Disability Employment Policy

ODEP has been working with States on systems change efforts to increase community-based, integrated employment opportunities for individuals with significant disabilities

States are encouraged to align their:

- policies
- service delivery systems
- reimbursement structures

to encourage the implementation and expansion of integrated and competitive employment

Illinois applied to ODEP'S **EFSLMP** Program and was selected as one of 15 "Core States"



WE ARE COMMITTED TO COLLABORATION AND CHANGE

ODEP created Employment First State Leadership Mentoring Program (EFSLMP) to assist with E1 Goals

Illinois is in it's second year of the Program, the EFSLMP focus is on three areas:

- 1. Provider Transformation
- 2. Capacity Building
- 3. Vision Quest

Provider Transformation Year 1

 One-on-one work with provider agencies in the development and expansion of employment services (Year 1 four intellectual/developmental disabilities service provider agencies: Horizon House, Peru; New Hope, Dolton; UCP Seguin, Cicero; and Marklund, Geneva completed a comprehensive assessment of their agencies' current status relative to change towards a community integrated employment practice and culture; a site visit and meeting with SME and a formal write-up of employment first recommendations. Year 1 PT agencies will receive training in Year 2 related to the recommendations from Year 1.

Year 2 Provider Transformation Agencies

- Aunt Martha's Youth Service Center –
 Vermilion County
- Cornerstone Services Will and Kankakee Counties
- Envision Unlimited Cook County
- Memorial Behavioral Health-Lincoln Center for Developmental Disabilities — Logan, Mason, and Sangamon Counties
- **Trinity Services, Inc.** Will, Cook, DuPage, Grundy, Madison, Peoria, Jackson and St. Clair Counties

YEAR 2 PROVIDER TRANSFORMATION GOALS

Year 2 PT agencies will participate in:

- o a comprehensive assessment of their agencies current status;
- o a site visit and meeting with SME; and
- o a formal write-up of employment first recommendations.
- Year 2 PT agencies will also be able to participate in the webinars and trainings provided to Year 1 PT agencies

Capacity Building Focus

 SMEs are working with DRS, DDD, DMH, and other DHS staff as well as HFS staff to Map the Employment System for Persons' with Disabilities in Illinois, paying attention to intersections, barriers, gaps and opportunities for improvement. We are confirming our shared vision of Employment First across the employment service system as well as examining ways that we can enhance what we currently provide and move towards the changes needed to realize the Employment First ideal, comply with federal CMS rules and WIOA mandates.

VISION QUEST

- Year 1 EFSLMP Subject Matter Experts (SMEs) examined Illinois' current rate and reimbursement structures and recommended potential changes in order to incentivize Employment First and expand its use throughout the State.
- Year 2 SMEs are working with the DDD and the DMH, along with HFS in order to explore the Year 1 recommendations and begin to implement changes.

E1 ILLINOIS

RECENT ACTIVITIES

Achieving Inclusion & Expanding Access



Provider Transformation Webinar April 28, 2016

- Communication and Marketing Focus
- This Webinar explored
 - o Branding,
 - Redefining mission
 - Leveraging resources to create culture change.



E1 & Technology

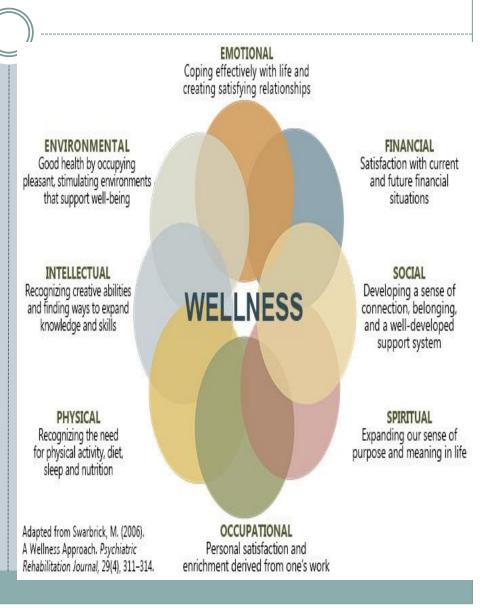
- Enhanced resource access through DHS link
 - o http://www.dhs.state.il.us/page.aspx?item=80571
- IPS web based tool
 - o http://sampleips.weebly.com/

Increasing Community Outreach and Assertively Engaging Diverse Stakeholders

- IL APSE state board membership
- Chicagoland Workforce Development Alliance Participation
- Participation in Autism Taskforce
- Attendance at community events
 - Strengthening Chicago's Youth Quarterly Meeting
 Ann & Robert H. Lurie Children's Hospital of Chicago

Clearly Establishing Employment as Part of Holistic, Whole Health Service Structures

Universal
 Assessment Tool
 (UAT) will
 include questions
 about
 employment



Employer Outreach & Recognition

 Increased collaboration amongst DHS Divisions to unify efforts to expand employer partnerships and identify ways to recognize employers who are working toward inclusive hiring practices IL Specific Options



Vision Quest DMH

- Presenting employment and health information and resources to MCO (Katherine Burson)
- Developing engagement tools for MCOs' case managers and clinicians to address employment during assessment and reassessment
- Developing guidance on MRO billing through use of existing rules and locally informed vignettes
- Continued work with Vision Quest Content Expert Virginia Selleck

Exploring Rate Restructuring and Service Definitions – Vision Quest DDD

- Division of Developmental Disabilities continues exploration of Vision Quest Goals
- Workgroup efforts to recalibrate service definitions and reimbursement rates
- Creation of a provider surveys to gather stakeholder input and better understanding of day services currently being provided
- Review of Sheltered Workshop settings

Capacity Building, Systems Mapping April 6, 2016

- IL Vision Quest Content Expert Lisa Mills facilitated a systems mapping session
- Multi-Division representation: DHS: DRS, DMH, DDD; HFS, DCEO
- Goals:
 - Identify points of vocational system entry
 - Identify possible overlap
 - Identify service gaps

Identifying Best Practice & Success

- Development of Inclusive Employer, Successfully Employed Individuals with Disabilities and Successful Employment Specialist "Spotlights"
- Embracing Evidence Based Practices like IPS
- School District 211 Visit
- Visits to IL Project SEARCH sites
 - o Amita Health Adventist Medical Center La Grange, IL

RESOURCES

- http://www.dol.gov/odep/topics/EmploymentFirst. htm
- http://www.dol.gov/odep/media/newsroom/employmentfirststates.htm
- https://www2.illinoisworknet.com/disabilityworks
- https://www.abilitylinks.org/home.aspx?pageid=10
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- https://www.workforcegps.org/
- http://www.connecttowork.org/
- http://respectabilityusa.com/

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